



**PUBLIC SERVICES
INTERNATIONAL**

The global union federation of workers in public services

ENGLISH



2017

Annual Report

**2017 marked the end of
the 2012 congress mandate
and a significant period
of challenge for PSI affiliates
and rebuilding for PSI.**

Over the period of the mandate, public sector unions and workers have faced grave challenges. The burden of austerity has continued, our trade union rights have come under attack, the extreme right has grown, and we have seen the demonization of women, migrants and vulnerable groups. But we have also seen opportunities unfold – the rising awareness of the failures of neoliberalism, growing evidence of the failures of privatisation and demands for something better and radically different.

To meet these challenges and use these opportunities, PSI has increased its work in a range of priority areas; invested in its communications capacity; continued to build its project work; established sectoral networks, and increased our research and publications.



INTRODUCTION

PSI has been an active player in the global wave of re-municipalisations; our efforts contributed to the ratification of ILO Convention 151 in the Philippines and the recognition of health sector union NAHWUL in Liberia after a four-year campaign.

Our work ensured that the UN Commission on Health Employment and Economic Growth (ComHEEG) did not endorse PPPs as a means for addressing the projected shortfall of 18 million health workers globally by 2030, but rather committed to further investment in public health. We also contributed to halting trade agreements, such as the Trade in Services Agreement (TiSA) and to the creation of a new political discourse on tax via the establishment of the Independent Commission on the Reform of International Corporate Taxation (ICRICT).

But while 2017 was an end, it was also a beginning. In November we held our Congress under the slogan 'People Over Profit'.

Congress reminded us not only that quality public services are fundamental to a better life for all, but also that our work makes a real difference to the lives of public service workers and the users of public services across the globe.

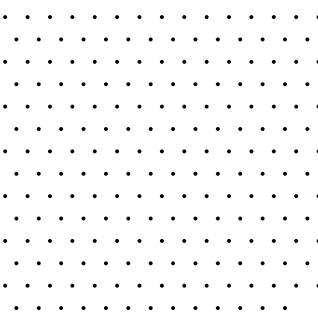
PSI's 2017 Congress confirmed our political direction and overwhelmingly endorsed the comprehensive Programme of Action (PoA) entitled 'People Over Profit', a wide range of affiliates' resolutions and a revised constitution.

Together, these texts identify the major challenges for public service workers and their unions; they set out the position of PSI in relation to these challenges and approve a wide range of actions that build on the mandate and work of the previous five years.

Our future successes rely on having clear priorities and focussing our energies on issues and opportunities where we can make a difference. After the 2017 Congress, the secretariat began immediate work on a five-year strategy document Putting People Over Profit, that outlines our priorities for the new mandate. Once adopted, these priorities will be incorporated into regional and sector work plans.

I look forward to another five years of working together to make sure we live in a world where people over profit is a reality.

Rosa PAVANELLI, PSI General Secretary



PSI is part of a growing circle of groups working to understand the implications of the innovative and blended financing policy proposals.

At the global level, 2017 presented some key contradictions, with on the one hand, a growing critique of privatisation in its various forms and validated by institutions across the political spectrum, and on the other hand, the UN system increasingly relying on “innovative and/or blended financing” (understood as some form of privatisation) for meeting the Sustainable Development Goals agreed by member States in 2015.

PSI is part of a growing circle of groups working to understand the implications of the innovative and blended financing policy proposals. Indications so far are that we will see financial services corporations added to the mix of companies already involved in privatisation and public-private partnerships. Hence, we see proposals for financialisation and securitisation of PPP assets so that they can be traded more rapidly on financial markets. The OECD and G20 are working hand in glove with the World Bank on these proposals. Although this is not new, it is the first time we see it taking centre stage for global development policy.

FIGHTING PRIVATISATION &

Promoting Quality

Public Services

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A key component to this approach is to ensure that much of the public funding, including from international development banks and national development agencies, is targeted to the “enabling environment” of laws and regulations to protect private investors, and to reducing the risks that investors bear when they invest in privatisation – a range of public guarantees. In essence, this implies more public subsidies for private profits, and giving the financial community a much larger role in the privatisation assets.



The resistance to privatisation is active at city, state and national levels.

The remunicipalisation wave continues to grow, in all sectors. PSI is working to better prepare trade unions for an active role in defending the rights and interests of those workers who, with remunicipalisation, will be transferred from private to public management.

In March, hundreds of thousands of people took to the streets in Chile to demand a public social security system funded by the State, employers and workers. Under the slogan “NO+AFP”, they called for the end of the Pension Fund Administrators set up during the Pinochet regime in 1981.

NO+AFP

“NO+AFP” demo in Chile

In July, PSI affiliates in the Caribbean held discussions with the Caribbean's Centre for Development Administration (CARICAD), and the CARICOM Commission on the Economy (COE) on growth, economic development and the Charter for Caribbean Public Service.

The three parties agreed that public services in the Caribbean have a key role to play in the continued development of the countries in the sub-region. Affiliates pledged to work together and continue to build alliances and engage more with CARICOM organisations.

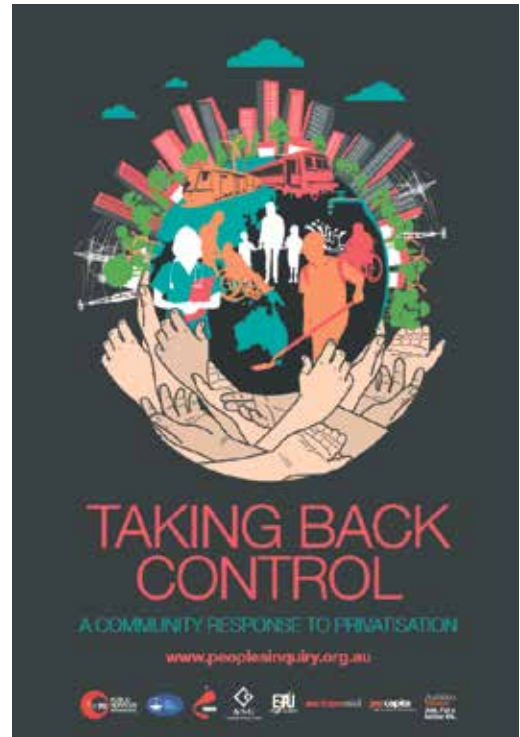


Caribbean affiliates in discussion with CARICOM officials on public services unions in the Caribbean

In São Paulo, Brazil, the Sindicato dos Servidores Municipais (SIND-SEP-SP) launched a campaign “São Paulo is not for sale” in protest of the mayor’s plans to private public assets and contract out public services.

People's Inquiry into
Privatisation

**AFFILIATES
SUCCESSFULLY
PREVENTED FIVE
HOSPITALS FROM
BEING DEVELOPED
AS PPPS.**



In Australia, the PSI National Coordinating Committee (NCC), with affiliates NSWNMA and HSU, initiated the People's Inquiry into Privatisation. Affiliates successfully prevented five hospitals from being developed as PPPs.

Download report and access global knowledge base on privatisation of public goods on peopleoverprof.it online platform.



São Paulo is not for sale

PSI is one of the few organisations that consistently and relentlessly defends the public interest, public services and the public sector in global forums, often against concerted lobbying by large corporate interests.

During 2017, global institutions, both public and private, have continued to increase their influence on the laws and standards that national governments are compelled to follow, often with little or no direct engagement with workers and the community at national or local level. PSI has ensured the unique perspective of public service workers is heard.

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In 2017, PSI achieved real wins for workers and users of quality public services. The examples given below are in addition to work covered elsewhere in this report on issues such as fighting privatisation and trade union rights.

TAX

PSI work in 2017 has focussed on tackling the myth of tax competition, expanding country campaigns and taking the tax justice message to workers and the community.

INFLUENCING

Global Policies

We have highlighted the scandal in corporate tax dodging and pressured the global institutions to make the global tax rules fairer. We are increasingly using our tax work to highlight the excesses of global corporate power. PSI continues to be acknowledged as the global labour

JAYATI GHOSH



expert on tax justice and was invited to sit on the panel of experts for the Global Reporting Initiatives efforts to establish a corporate global tax reporting standard. Consultation on the standard is due in 2018.

THOMAS PIKETTY



In January, PSI took a delegation of public sector union leaders to the ITUC-Africa New Year's School to join with national centres across Africa in promoting tax justice work across the continent and to work better with private sector unions. A regional coordination meeting for Africa was held in Nigeria in August combined with an African youth training workshop on tax justice to encourage the involvement of more young people in the campaign.

ICRICT

PSI continues to co-chair the Steering Group of the Independent Commission on the Reform of International Corporate Taxation (ICRICT).

GABRIEL ZUCMAN

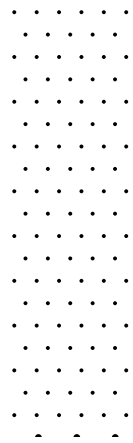


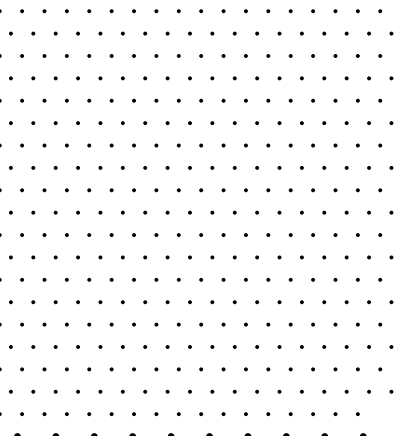
This year attracted 250,000 USD from the Ford Foundation over two years in addition to the ongoing support for events from FES, enabling ICRICT to employ two staff. PSI chaired the annual strategy meeting in Paris to plan for further promotion of the declarations. The ongoing success has led to increased prominence with over 200 mainstream news articles published. These successes have attracted further interest in ICRICT.

WAYNE SWAN



Prominent new commissioners were to join ICRICT in 2018, including Jayati Ghosh, Thomas Piketty, Gabriel Zucman and Wayne Swan





Op-Ed in
The Guardian



INFLUENCING GLOBAL POLICIES: TAX

TAX AND GENDER FORUM IN BOGOTA

In partnership with the Tax Justice Network, PSI organised a follow-up event to the PSI Tax and Gender forum held in 2016.

This event, held in June in Bogota, outlined a global feminist perspective on tax justice as part of a broader economic system that excludes and disadvantages women.

TAX JUSTICE NATIONAL WORKSHOPS

Tax justice national workshops for the Latin American country campaign were held in Brazil, Argentina, Costa Rica and Uruguay.



LATIN AMERICA

THE PRICE WE PAY

Country premier screenings of the Spanish version of the film The Price We Pay were presented in Latin America.



INTERNATIONAL CAMPAIGN WITH GATJ

PSI worked with the Global Alliance for Tax Justice (GATJ) on an international campaign for tax justice and women's rights starting in March 2017.

OP-ED IN THE GUARDIAN

On Public Services Day 2017, PSI published a statement in UK newspaper The Guardian, highlighting the urgent need to stop corporate tax dodging to fund public services.



ASIA

TAX JUSTICE NATIONAL WORKSHOPS

An Asian country campaign Tax justice workshop was held in India in October.

A TRADE UNION COMMUNICATORS' WORKSHOP

A trade union communicators' workshop was held in May, as a follow-up to the 2016 workshop. It produced the compendium of case studies on corporations taking public contracts that use tax havens called "Private Profits and the Public Purse."

AFRICA

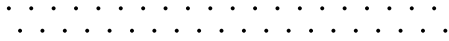
TAX JUSTICE NATIONAL WORKSHOPS

Tax justice national workshops for the African country campaign were held in Tanzania, Kenya, Nigeria, South Africa and Ghana.

Twenty young workers, representing 16 affiliates from Kenya, Tanzania, Rwanda, Ghana and Nigeria, met in Abuja



TRADE



PSI Regional Secretary for Inter-America Jocelio Drummond (on the far left) at seminar in Brazil supported by FES

BRAZIL

In February, with PSI's support, Brazilian trade union federations set up a union group against TiSA (Trade in Services Agreement) at a meeting in São Paulo. As Brazil is not a party to the negotiations, it was decided that awareness raising within the unions, and among workers and the public in general, would be more effective than direct action.

With FES support, PSI held a seminar in August, also in São Paulo, to discuss and explain what TiSA is proposing. Trade union federations, trade unions and other public service defence organisations participated in the event.

CHILE

In Chile, PSI-affiliated unions and the Chile Mejor sin TPP (Chile Better without the TPP) Platform organised a coordination meeting in Viña del Mar in March to celebrate Chile's failed attempt to re-float the Trans-Pacific Strategic Economic Partnership Agreement (TPP). This coincided with the summit of Foreign Affairs Ministers of the Pacific Alliance (PA) that was held over several days in the same city.

USA, CANADA & MEXICO

In May, US Trade Representative Robert E. Lighthizer officially notified the US Congress of his intention to renegotiate the North American Free Trade Treaty (NAFTA). That month, the Summit of Social Organizations of Canada, the United States and Mexico was held in Mexico City. Those present at the Summit condemned the treaty for its direction and guiding philosophy and noted that they were working to build a new model of integration, cooperation and exchange between countries that would guarantee the well-being of all, and full respect for human rights. José Olvera, leader of the Sindicato de Trabajadores de la Universidad Nacional Autónoma de México (STUNAM), a PSI affiliate, participated in the Summit.



Meeting in Mexico

ASIA PACIFIC

In June, PSI affiliates in the US and Canada commented on the NAFTA renegotiations submitted to the United States Trade Representative (USTR): “We need a new approach to trade that puts the interests of working people and the environment first. We need an economy that puts a high priority on jobs, living standards, sustainability, and labor rights.”

In August, on the same day as the NAFTA renegotiation began, unions, social and peasant organisation, and others organised within the México Mejor sin TLCs (Mexico Better without FTTs) network, marched through Mexico City to the Ministry of Foreign Affairs where they delivered a programme-based platform for this treaty. STUNAM was among the signatories.

In Asia Pacific, the initial relief that the TPP would not eventuate when the US pulled out was quickly dispelled. The remaining 11 countries proceeded with very minimal changes (primarily to intellectual property provisions), with Japan taking the lead in lieu of the US. Negotiations for the RCEP are now proceeding with the ASEAN plus 6 (China, India, Japan, Korea, Australia, NZ). Equally dangerous and with most of the harmful chapters (though not with State Owned Enterprise chapter) but no labour or environmental chapter.

Poster



ARGENTINA

PSI and its affiliates were involved in the opposition to the 11th Ministerial Conference of the World Trade Organization (WTO) held in Buenos Aires, Argentina, from 10 to 13 December. The meeting ended without agreement. The WTO agenda, if approved, would benefit only transnational companies and would have serious consequences for ordinary people. PSI and its affiliates participated both inside the official conference, lobbying governments to reject proposals that would be detrimental to the population, and outside, in fringe meetings and on protest marches.



PSI protest at the 11th Ministerial Conference of the WTO held in Buenos Aires



MIGRATION & REFUGEES

PSI remained strong on its work on migration and refugees, presenting the rights-based perspective and defending access to quality public services, particularly for women and children, who represent the majority of those being displaced.

Conflicts, violence, human rights violations, climate disasters, poverty and unemployment continued to drive people from their homelands in search of safety and livelihood opportunities.

In 2017, there were an estimated 250 million international migrants, more than half of whom are migrant workers. Added to this were an estimated 66 million people forcibly displaced from their homes due to violence, conflicts and human rights violations. Of those forcibly displaced, around 22 million were refugees, and almost double the number were internally displaced persons (IDPs).

Developing countries continued to host more than 80% of the world's refugees, while rich countries such as those in Europe and the USA were shutting their borders, entering into deals to keep migrants and asylum seekers out, apprehending and deporting migrants, or locking them up in detention centres or holding facilities.

The media exposé late in the year of migrants held in Libya, living in inhumane conditions and auctioned as slaves shocked the world, yet international response fell short. As deals were made to externalise borders and put security measures over human rights, migrants and asylum seekers were forced to seek more dangerous routes, falling prey to human smugglers and resulting in more migrant deaths.

Against this backdrop, PSI remained strong on its work on migration and refugees, presenting the rights-based perspective and defending access to quality public services, particularly for women and children, who represent the majority of those being displaced.

MIGRATION

On migration, we started the year with a roll-out of the No Recruitment Fees Campaign (www.world-psi.org/nrf) and followed it up with national activities in Nigeria, South Africa and the Philippines.

More than 60 representatives of trade unions and civil society groups attended the first regional public symposium on fair and ethical recruitment on 10 January 2017 in Davao City, Philippines. The regional roll-out of the PSI No Recruitment Fees campaign took place during this event.



Recruitment fees are unjust. Workers should not pay in order to get decent work. All workers have the right to decent work whether they stay in their home countries or work abroad.



Around 80 representatives from PSI trade union affiliates in Nigeria, government agencies, civil society organisations and the media launched the PSI No Recruitment Fees Campaign in the country on 3-4 October in Abuja.



We used the opportunity of the PSI World Congress in Geneva to make our call to abolish the policy and practice of charging recruitment fees on migrant workers, often leading them into debt bondage and exploitation. We called for the protection of migrant workers' rights, decent work and fair and ethical recruitment, in line with the recently-adopted ILO Principles and Guidelines on Fair Recruitment.

PSI actively participated in the General Discussion on Labour Migration during the International Labour Conference (ILC) in June. The conference led to the adoption of recommendations defining the competence and engagement of the ILO in the UN Global Compact on Migration.



Herbert Beck (Ver.di, Germany) and Annie Geron (PSLINK, Philippines) in the Committee on Labour Migration of the 106th International Labour Conference in Geneva.

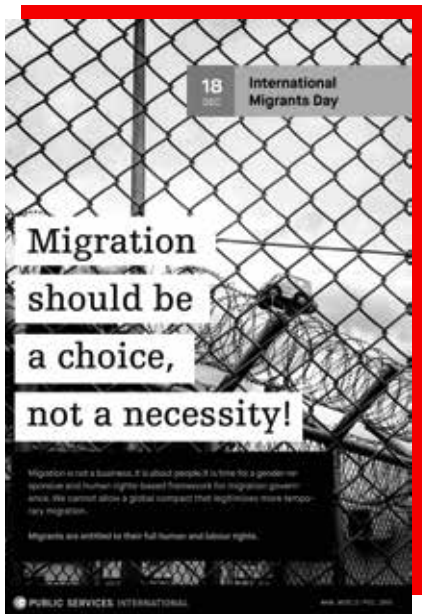
Also at the ILC, PSI worked in the Committee that brought the adoption of ILO Recommendation 205 (Employment and Decent Work for Peace and Resilience), which includes specific protections for migrants, forcibly displaced persons and refugees in disaster response and rehabilitation.

Throughout the year, PSI actively participated in the consultations around the UN Global Compact on Migration that will be adopted in 2018. PSI addressed Member State negotiators as a speaker in one of the thematic consultations in Geneva, and participated in the various global, regional, and national consultations around the Global Compact, including the stocktaking meeting held in December in Mexico.

We worked with the other Global Union Federations and civil society allies in defending migrants' rights, in particular, ensuring

migrants' access to public services such as health care, education and social services that are key to inclusion, integration and countering racism and xenophobia.

PSI was present at the 10th Global Forum on Migration and Development that was held on 28-30 June in Berlin, Germany, and which also focused on the Global Compact on Migration. PSI addressed the GFMD Business Mechanism, highlighting the No Recruitment Fees Campaign and bringing the case of the Germany-Philippines Bilateral Labour Agreement on Nurses as a good practice example of social dialogue in a labour migration agreement.



Poster for International Migrants Days

Through our consistent interventions in all the processes leading to the Global Compact on Migration, the issue of no recruitment fees was included in the actionable commitments of the Global Compact. Despite a weakened language, migrants, regardless of status,

are allowed access to basic services. We brought evidence to ensure that trade unions are identified as key stakeholders in the implementation of the Compact.

REFUGEES

On refugees, PSI piloted a planning project on Refugees in Tunisia, Algeria and Turkey, in cooperation with our Swedish affiliates and Union To Union. The pilot project led to the development of a two-year project (2018-2019) on Human Rights, Trade Unions and Quality Public Services for Refugees and Migrant Workers for the MENA countries of Lebanon, Tunisia and Algeria.

The project also produced two videos documenting the role of PSI's water union in Lebanon in delivering safe drinking water to refugees and local communities. PSI reached even further to include the issue of internal displacement, which is part of the global phenomenon of forced displacement, driven by conflict and climate change, that we are facing today.



Swedish Affiliates and PSI visit Lebanon to assess the refugee situation and include the country in a two-year project (2018-2019) for the MENA region.

“Flow” - Workers in Tripoli fight to end the contractualisation of young comrades and extend public water service to all.



The reports and other information can be accessed on the PSI Migration and Refugee webpage, www.world-psi.org/migration.

// WE WERE REFUGEES, WE LIVED THROUGH WAR, AND NOW WE CAN HELP OUR BROTHERS

GEORGES MOUSSA (WATER WORKERS UNION/NORTH LEBANON)

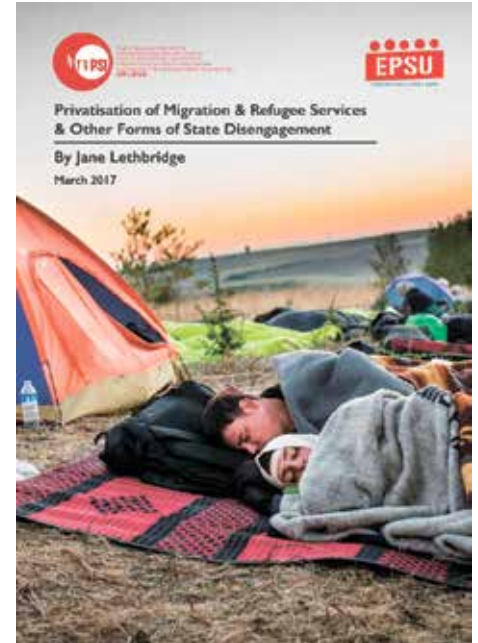
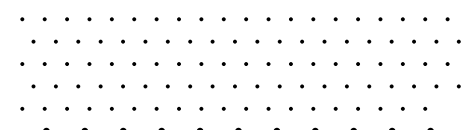
“Solidarity Across Borders” - After Syrian refugees fleeing the war settle in Georges’ community in Lebanon, he and his union work to ensure they all have access to safe public drinking water and sanitation.



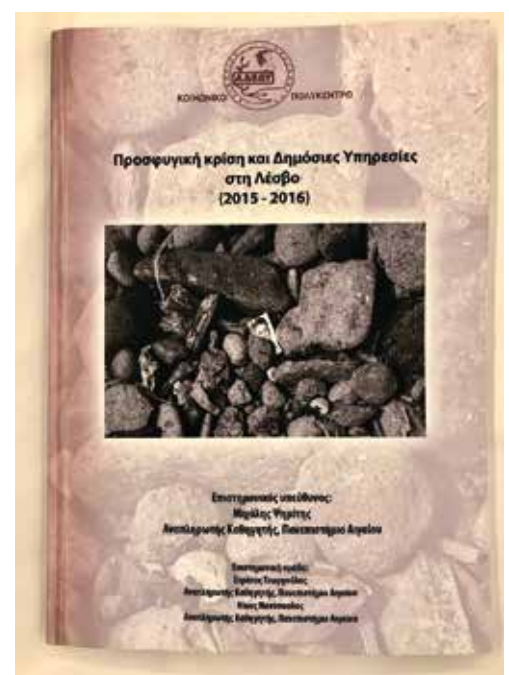
PSI with members of the Koinoniko Polykentro AEDY and the Research Team of the University of the Aegean

With the support of our Swedish affiliate ASSR and Union To Union Sweden, we worked in 2017 to prepare a project on Building Trade Union Capacity to Defend Human Rights of IDPs to Quality Public Services in Nigeria that will be implemented in 2018-2019.

During the year, we strengthened evidence-based research on the issue of refugee protection, access to quality public services and privatisation by launching two research reports, namely, (1) Study of the Impact of Refugee Flows and Public Services in Greece, in collaboration with ADEDY Greece and (2) a joint EPSU/PSIRU/PSI Report on the Privatisation of Migration and Refugee Services.



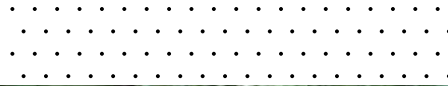
This research, written by Public Services International Research Unit (PSIRU), examines the effects of the privatisation of services for refugees and migrants at national and international level.



ADEDY Koinoniko Polykentro, the research institute of ADEDY, the Greek trade union affiliate of PSI, launches the report of the study “The Refugee Crisis and the Greek Public Services: Mapping of the contribution of public services in Lesbos concerning perception, registration, accommodation and care facilities, and the asylum procedures.”

CLIMATE CHANGE

In 2017, PSI continued to support unions working to influence national policies on climate change.



Jamaica Climate Change workshop in December

As in the case of the Union to-Union pilot submitted for a five-year project operating in the Caribbean, Africa and Pacific Islands. The primary target of the activity is that unions lobby their governments over the Nationally Determined Contributions of the Paris Climate Summit. Unions will provide input based on their professional and sectoral perspectives.

Another area of increasing focus is the role of local and regional governments in ad-

ressing the threat of climate chaos, with cities taking direct action both to reduce the emission of greenhouse gases, and to adapt to the inevitable consequences of climate change. City governments may feel less pressure from the fossil industries, and thus have more room to experiment with climate adjustment policies. Unions should also be closer to city management, allowing them to engage more directly.

In the energy sector, 2017 has seen municipalities supporting renewable energy through a range of structures, including direct public ownership, cooperatives, and others. The network of Trade Unions for Energy Democracy (TUED) is producing research that indicates the extent of the problem of dealing with climate change under the for-profit model. The concept of Just Transition is still not powerful enough to protect affected workers or to make the changes that this planet needs.

Disasters continue to strike with increasing frequency and intensity and public emergency workers remain in the front lines, often struggling without the necessary tools and training.

Climate change is contributing to storm intensity, as warmer air allows storms to carry more water. Water and wind are the main causes of damage, and in combination they are proving devastating. These extreme weather events are also causing more people to be forcibly displaced.

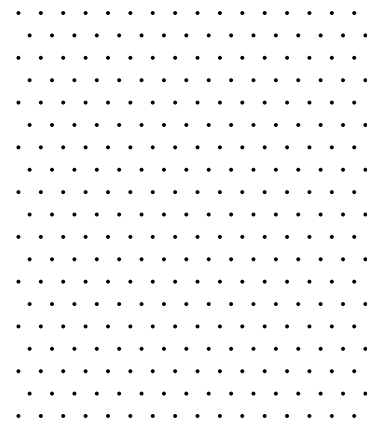
In 2017, typhoons and flooding hit hard in the Caribbean, in the southern states of the USA, in India and Bangladesh and in Japan, causing massive evacuations, deaths and injuries and property damage. PSI affiliates in the Caribbean make the direct link between climate change and disasters, and this is being integrated into their project work on climate.

Wildfires are growing in frequency and intensity, and the impact of climate change is especially noted in northern climates, where boreal and temperate forests are more susceptible to drought and fire.

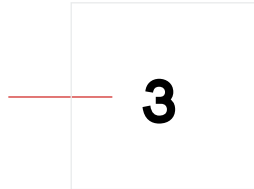
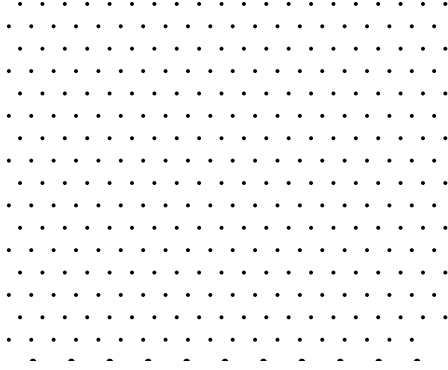


PSI's focus on improving working conditions for first responders and front-line workers is gaining traction. In the Philippines, PSI affiliates have been able to influence government decisions relating to emergency worker preparedness. In Ecuador, the unions have been sensitized to the need to exercise political pressure to ensure that emergency workers have the tools and training to protect their communities. Much more work needs to be done.

PSI Deputy General David Boys in discussion with Executive of Dominica Public Services Union three months after hurricane Maria



**EMERGENCIES &
DISASTERS**



PSI publicly denounces violations of human and trade union rights in the public services and cooperates with affiliates and other national and international union organisations in case of serious violations.

PSI AT THE ILC

From 5 to 16 June, PSI participated in the 106th Session of the International Labour Conference. Items on the agenda included (i) a general discussion on labour migration, (ii) the revision of the Employment (Transition from War to Peace) Recommendation No. 71 (Standard setting, second discussion), and (iii) the recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008).

Trade Union Rights

INCLUDING ILC AND SOLIDARITY MISSIONS AND CAMPAIGNS

The protection of workers' and trade union rights is a core activity for PSI. The rights to freedom of association, collective bargaining and the right to strike are vital to improving and protecting wages and working conditions.

In the Committee on the Application of Standards (CAS), PSI intervened in the discussions of the cases concerning Algeria, Botswana, Ecuador, Guatemala, and Turkey.

As a side event to the ILC, PSI organised a 'Route of Shame' bicycle ride for social justice and workers' rights, on 9 June, which drew attention to the countries whose obligations to respect the rights of workers and their trade unions under International Labour conventions are under scrutiny, namely Algeria, Argentina, Botswana, Brazil, Colombia, Ecuador, Guatemala, and Turkey.



Junéia Batista, PSI WOC Chair, addresses the ILC plenary

PSI held a side event on Collective Bargaining in the Municipal Sector, jointly organised with CONTRAM and CTM of Argentina. A delegation from PSI Argentinean affiliate the Municipal Workers' Confederation (CTM) shared the struggle that led to the "Paritarias Act" 14656 on Labour Relations and Collective Bargaining in the Province of Buenos Aires..



"Route of Shame", Geneva



David Boys, PSI Deputy General Secretary, introduces the panel "Collective Bargaining in the Municipal Sector"

TRADE UNION RIGHTS

In 2017, PSI sent letters of solidarity to trade unions in Algeria, Argentina, Botswana, Chad, Colombia, Egypt, Guatemala, India, Iraq, Liberia, Morocco, Peru, Somalia, Turkey, the ILO and the UN.

On the last day of the ILC, the UN Geneva Staff Coordinating Council held on a work stoppage in protest against the decision by the International Civil Service Commission (ICSC) to apply a 7.5% reduction to UN Geneva-based staff salaries. This amounts to one month's less salary per year. Staff of all international organisations based in Geneva had previously published a resolution that was endorsed by FICSA and CCISUA in a letter sent on behalf of 13 staff unions and associations to the UN system organizations that have staff in Geneva.

Protest on the last day of the ILC against a 7.5% reduction to UN Geneva-based staff salaries



TRADE UNION RIGHTS

On 25 April, more than 500 UN staff held a rally against the 7.5% pay cut at the UN building. The ILC action was coordinated with all other UN international organisations in Geneva, to send a strong message to both the ICSC and UN high-level management in New York that staff in Geneva would not accept the pay cut that they believe to be based on erroneous calculations, inconsistent with prevailing economic data, and motivated by political considerations. The protest continues.

In Algeria, violations of trade union rights dramatically increased in the country, especially against PSI affiliates CGATA and SNATEGS. The President of National Autonomous Electricity and Gas Trade Union (SNATEGS), Mellal Raouf, was sentenced to 6 months in prison for denouncing a case of corruption at SONELGAZ – the national electricity and gas company in Algeria – involving the overbilling of more than 8 million users. PSI joined IndustriALL, IUF and ITUC to adopt a range of measures and ac-

tions, including contacting and raising complaints with ILO, OECD, EU Commission, IFC, and other diplomatic channels, as well as a world-wide campaign on social media.

In Liberia, PSI continued its campaign for the recognition of NAHWAL and the reinstatement of Joseph Tamba and George Poe Williams that has been going on for many years. The Emergency Resolution on Liberia adopted by EB-149 encouraged PSI affiliates to support these efforts. This was followed by significant progress: NAHWUL (ex NAHWAL) held a congress to renew its board in September and joined its national centre as a first step to be registered by the Liberian authorities.

In Egypt, the government adopted an anti-trade union law in November to prevent the formation of independent trade unions. PSI World Congress adopted an Emergency Resolution calling on the Egyptian government to respect ILO conventions, especially Convention 87.

A PSI mission visited Chad from 13 to 19 February. Charlotte Kalabani (PSI Sub-regional Secretary for French-speaking Africa) and Jean Marie N'di (PSI Sub-regional President for French-speaking Africa) met with affiliates and employers' and government representatives. In conformity with a Memorandum of Understanding, signed in 2016, the Technical Committee set up by the government held its first meeting on 17 March 2017. It was agreed that more

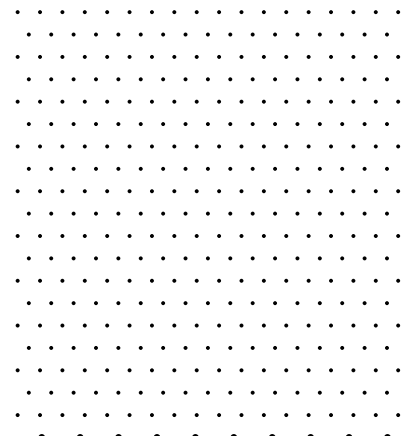


Charlotte Kalabani meets the Prime Minister of Chad

efforts are needed to bring national legislation in conformity with ILO standards, consenting the free exercise of trade union rights.

Also in February, PSI and the Unión Nacional de Educadores, a PSI affiliate in Ecuador, published a video explaining the situation and history of rights violations in the country over the last 10 years. In June, PSI General Secretary Rosa Pavanelli met with PSI affiliates in Quito to send a message to the government that the international labour law rights for workers must be applied. The Minister of Labour, Raúl Ledesma, accepted the possibility of holding bipartite discussions to reach agreement on the issues raised by the ILO.

On 10 March, a unanimous 8-0 decision taken by the Constitutional Court of South Korea removed Park Geun-hye, now former President of South Korea, from office, accepting an indicative vote for her impeachment given, on 9 December 2016, by 234 out of 300 National Assembly members. This is a



Rosa Pavanelli met with PSI affiliates in Quito





From when Park Guen-hye became President in 2013 and until her impeachment, PSI carried out over 50 actions in support of South Korea trade union rights.



The Philippines ratifies ILO Convention 151

victory built by the trade union movement which, relentless, denounced for years the abuses against workers committed by her regime. From when Park Guen-hye became President in 2013 and until her impeachment, PSI carried out over 50 actions in support of South Korea trade union rights.

In Brazil, around 35 million people took part in a general strike in April, organised by the Central Única de los Trabajadores (CUT) against employment and pension system reforms and the law on outsourcing. PSI affiliates in the Americas sent support letters to their embassies in Brazil, PSI General Secretary Rosa Pavanelli sent a solidarity video and the PSI Executive Board expressed their support.

In September, PSI held an important campaign against the 2006 dismissal and 10-year disqualification of Carlos E. Castañeda Ravelo, president of the National Unitary Union of State Workers (SUNET) in Co-

lombia, for supporting a candidate of the Polo Democrático Alternativo Party to the Senate of the Republic. In 2017, the order of dismissal was still pending and PSI supported the request of Castañeda for the new Attorney General of the Nation, Fernando Carrillo Florez, to review the sanction against him and cancel it. The campaign reached nearly 8,000 people via LabourStart and ended in the cancellation of the order of dismissal.

In an important first for the Asia Pacific region, and after a seven-year campaign, the government of the Philippines adopted the so called “Labour Relations Public Service Convention (1978)”, which deals with the protection of the right to organise and procedures for determining conditions of employment in the Public Service. This victory was the result of seven years of work led by PSI affiliates and other public sector unions in the country.

PSI continues to cooperate with affiliates who support a growth agenda. The main purpose is to help unions grow by cooperating and sharing experience in organising new members. The core focus remains the private health industry, which is growing in a number of countries, and where the profit model depends on pushing down wages and working conditions, and often weakening or destroying unions. Public subsidies support these corporations, some of which also engage in aggressive tax management to hide their true profits.

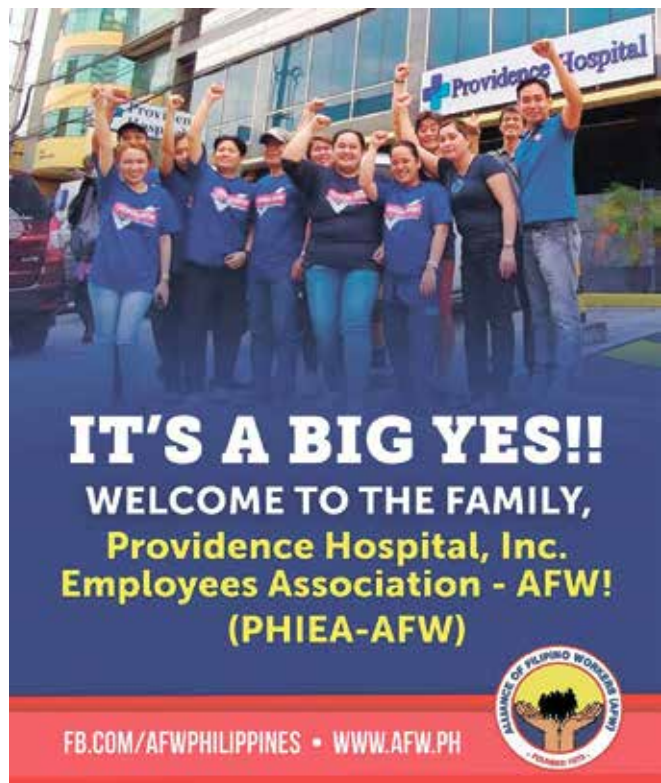
One area of focus is the for-profit corporations which are growing in urban centres. PSI cooperation with the Alliance of Filipino Workers (AFW) continued in 2017, with support from SEIU and UNISON. AFW now has full time organizing staff and priority targets in Metro Manila. The ability to dedicate full-time staff just to organising new workers is a key element in any growth strategy.

Another focus is public community health workers, majority women, peri-urban and rural, most unpaid or paid a stipend. Our work in Pakistan – supported by Fórsa and KNS, and Nepal – supported by SASK, JHL and TEHY, aims to gain these workers full recognition, formal employment and collective bargaining.

The focus on organising new members, growing union density in key sectors and regions is proving attractive in Africa, where more unions are receptive to new ways of working. In Tanzania, the Trade Union of Government and Health Employees – with support from Kommunal and Union to Union, and in Mozambique the Sindicato Nacional de Função Pública – with support from JHL and SASK, have both used a growth model to increase their density, grow their numbers and inject a new dynamism to the union. Currently, there are more unions interested in adopting a growth model than there are partners to help them grow.

The main purpose is to help unions grow by cooperating and sharing experience in organising new members.

ORGANISING & GROWTH



AFW now has full time organizing staff and priority targets in Metro Manila

Two big fights against privatisation continue: in Lagos, Nigeria and in Jakarta, Indonesia. In both instances, unions are fighting together with civil society organisations. In Nigeria, the union held a series of workshops in April with the Environmental Rights Action and Friends of the Earth to prepare the fight against the government's privatisation proposal. In Indonesia, unions continue to campaign for the water remunicipalisation, after the Indonesian Supreme Court in October declared the contracts privatising Jakarta Water invalid on the basis of the human right to water.

In Inter-America, unions campaigned for the right to water in 2017 to fight an irrigation law in Uruguay and an anti-privatisation campaign in the Dominican Republic. In Mexico, PSI signed an agreement with the Western Institute of Technology and Higher Education and WaterLat to provide a distance learning postgraduate course for trade union leaders in state-owned water companies.



In 2017 the Indonesian Supreme Court declared the contracts privatising Jakarta Water invalid on the basis of the human right to water and directed the public utility to take control of water distribution.

The increasing number of remunicipalisations worldwide has started to impact on the strategies of the corporations and the development banks which support them, which have turned away from the 25-year concession model but are looking for support from the innovative and blended finance policies being developed for the Sustainable Development Goals.



WATER

Two big fights against privatisation continue: in Lagos, Nigeria and in Jakarta, Indonesia. In both instances, unions are fighting together with civil society organisations.

ENERGY

In 2017, PSI had two big fights against energy privatisation, one in Rwanda and the other in Ghana. Both governments are supported by the IFIs and by bilateral donors.

In Rwanda, the privatisation was pushed through, the union was undermined, and many staff were dismissed. PSI is supporting the union with its legal strategy. In Ghana, the privatisation process has been slowed, but has not been eliminated.

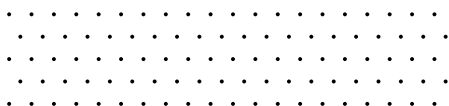
In February, an Indonesian court judged electricity privatisation unconstitutional after PSI affiliates SP Perjuangan PLN Persero and Pesatuan Pegawai Indonesia Power contested a 2009 law on electricity designed to promote privatisation and market-based rules.



Eko Sumantri, electricity worker from PSI affiliate SPP.PLN in Indonesia

PSI also continues to support the work of Trade Unions for Energy Democracy (TUED) which is comprised of approximately 60 unions from 20 countries, along with three global union federations, three regional organisations and seven national centres. TUED conducts research on questions relating to public ownership and management of energy systems and convenes meetings to help unions conduct advocacy.

TUED research confirms the inability of for-profit corporations and market signals to ensure a rapid and deep transition from fossil to renewable energy sources. Furthermore, public financing needs to be increased, which is feasible under the appropriate policy frameworks.



1. EDF GROUP

Luminus 14 case: During the EDF Group annual Global Framework Agreement (GFA) review on 28 June, Belgian union representatives informed fellow unionists of the illegal firings (some by text messages) of 14 workers from the IT department of EDF's Belgian branch Luminus.

MULTINATIONAL ENTERPRISES



PSI, IndustriALL and affiliates immediately suspended the meeting in protest and stood in favour of the Belgian unions against the EDF Belgian management decision that breached the spirit of the GFA, as well as Belgian national and sectoral collective agreements.

EDF admitted wrongdoing, while the 14 workers declined to be rehired, accepting compensation and outplacement services instead.

The case highlighted the clear need for EDF local management to apply a much stronger governance, dissemination and ownership of the GFA principles and requirements, and a severe lack of social dialogue in the Belgian EDF branch.

Paris, France, June 2017: EDF trade union representatives suspended the annual review of the EDF global framework agreement in protest against the unacceptable firings of 14 EDF Belgian workers

July-August 2017, Buenos Aires, Argentina: PSI's Latin America Energy Workers' Network



GFA renegotiation: The renegotiation of the EDF Group GFA began in July 2017. Three rounds of negotiations have taken place in Paris since then.

The renewed GFA will include updated references to international instruments: such as the revised ILO MNE Declaration and the United Nations Guiding Principles on Business and Human Rights (UNGPs), and include provisions on neutrality, tax and anti-corruption policies as well as a stronger governance system for implementation and monitoring.

2. OTHER MNE ACTIVITIES

The renegotiation of the ENEL and ENGIE GFAs are due. In 2017, PSI and IndustriALL elaborated joint proposals for both GFA renewals, consulted affiliates and sought a negotiation calendar with management.

Network building in MNEs - PSI Latin American affiliates with

membership in ENEL took part in the PSI Energy Union Network (utilities sector) held in Buenos Aires (Argentina) between 31 July and 2 August, where they discussed working conditions and ongoing struggles and trade union issues, notably in Peru, Argentina, Panama and Brazil.

PSI MNE staff illustrated the use of the ENEL GFA and provided an update on the renegotiation process.

PSI took part in the 6th UN Business and Human Rights Forum in November in Geneva. PSI publicly raised in the plenary assembly the role of corporate tax dodging in undermining the UNGP's Pillar I "State duty to protect [human rights from corporate harm]" by jeopardizing public sector resources needed to build capacity to implement this commitment.

In 2017, PSI continued to advocate for the role and acknowledgement of trade unions as key actors in urban policies and showcase their positive role in bridging the poverty gap and relentlessly working for socially just cities, notably with UN Habitat.

LOCAL AND REGIONAL GOVERNMENT/MUNICIPALS

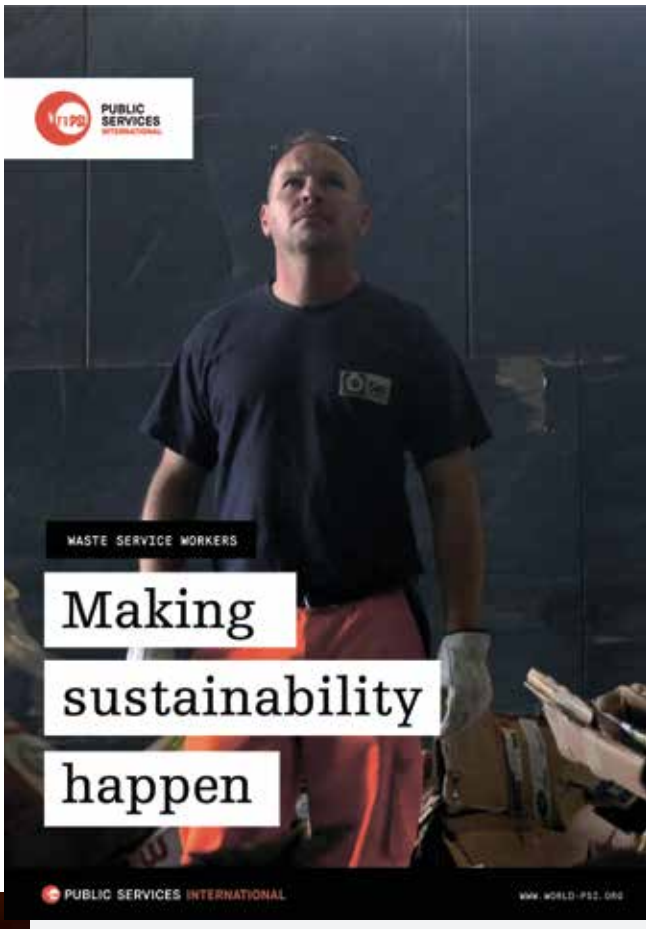
HOW TRADE UNIONS MAKE CITIES MORE INCLUSIVE AND FAIR

In 2017, PSI continued to advocate for the role and acknowledgement of trade unions as key actors in urban policies and showcase their positive role in bridging the poverty gap and relentlessly working for socially just cities, notably with UN Habitat. In May, PSI released a special LRG/municipal newsletter on the role of unions in making cities inclusive and fair, as well as trade union policy analysis and recommendations on the outcome document of Habitat III, the New Urban Agenda. The issue featured many affiliate contributions and was instrumental for UN Habitat advocacy.

INTERNATIONAL LABOUR CONFERENCE

PSI brought LRG/Municipal workers' rights issues to the fore in a public debate in June during the ILO's International Labour Conference (ILC). A delegation from PSI Argentinean affiliate the Municipal Workers' Confederation (CTM) shared the struggle that led to the "Paritarias" Act, an important piece of legislation that recognizes the freedom of association and collective bargaining of LRG/Municipal workers and highlighted the serious challenges that remain to uphold it with over 60 ILC delegates from all over the world. The Argentinean case exemplified the challenges that a majority of LRG/municipal workers face worldwide on a daily basis.





MUNICIPAL WASTE SERVICES SECTOR: FIRST STOP LATIN AMERICA

The first ever PSI waste services sector activity took place in the Latin American region in Bogotá, Colombia, in July. It gathered over 30 representatives from waste sector affiliates in Latin America and Mexico, who issued a call to public authorities and LRG/Municipal employers to ensure labour rights and decent working conditions for all municipal waste workers, in public, private or organized in informal workers' cooperatives. PSI union representatives adopted a joint action plan for sectoral waste sector work and advocacy in Latin America. WIEGO, the global organization representing informal waste workers worldwide, participated in the activity.



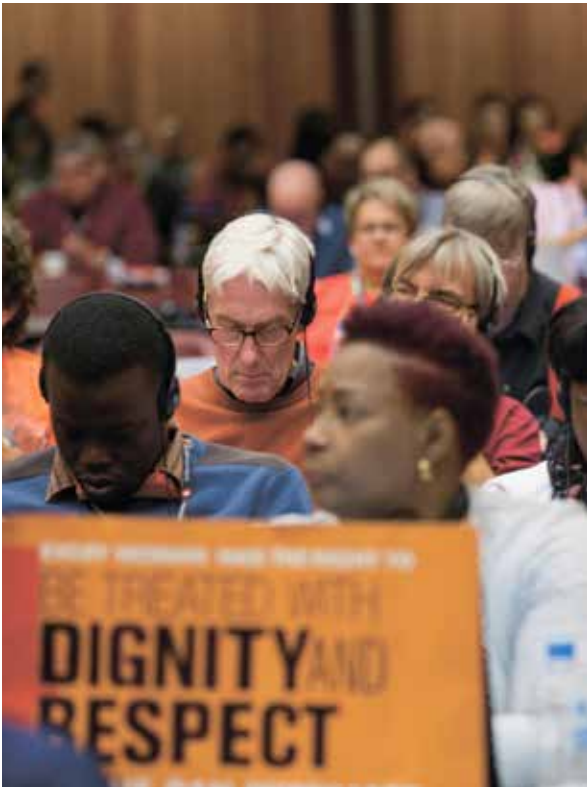
From the left:

Dr. Enrique Espínola Vera (CTM),
 Daria Cibrario (PSI),
 Carlos Carrion-Crespo (ILO),
 Maria Lía Da Costa Fontão (CTM Advisor),
 Ruben Garcia (CTM/ CONTRAM-PSI General Secretary),
 Dr. Mariano Muñoz (Ministry of Labour, Province of Buenos Aires),
 Hernan Doval (Province of Buenos Aires/CTM-STMA).



30th PSI World

Congress

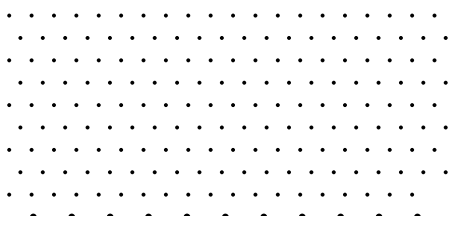


More than a thousand delegates gathered on the premises of the Geneva International Conference Centre to celebrate PSI's 110th anniversary and to re-elect unanimously, for another five-year term, Rosa Pavanelli and Dave Prentis as PSI's General Secretary and President.



CICG, GENEVA
OCT 30 - NOV 3





PSI and PSIRU published a background report entitled **“Municipal Waste Services in Latin America”**.

In collaboration with affiliated unions, PSI documented and published the labour rights situation, working conditions and challenges of municipal waste services systems of some Latin American municipalities including Quito, Asuncion and Esquel.



Municipal workers
Services municipaux
Servicios municipales



MUNICIPAL SOLID WASTE MANAGEMENT SERVICES IN LATIN AMERICA



Asuncion, Paraguay:
municipal waste services
workers organized by PSI
affiliate SINOEMA



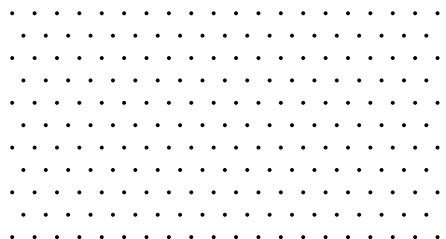
PSI FURTHERS DIALOGUE AND PARTNERSHIPS WITH UCLG

In 2017, dialogue and partnerships between PSI and United Cities and Local Governments (UCLG) on issues of common interest and advocacy goals was strengthened. The PSI General Secretary spoke publicly in a UCLG event at the UN High Level Policy Forum in New York, USA, in July, where she addressed LRG/municipal authorities' representatives and national associations, civil society and UN agencies, highlighting the role of tax justice in fighting inequality and implementing the SDGs at local level. For the first time, a UCLG representative took part in the 2017 PSI Congress, speaking on panel 4 on urban policies along with PSI LRG/Municipal union representatives.

LRG/MUNICIPAL WOMEN UNIONISTS JOIN FORCES FOR GENDER EQUALITY

In October, more than 60 municipal women representatives of PSI affiliated LRG/Municipal unions from Latin America met in Asuncion, Paraguay, to discuss the labour and trade union situation of women workers in local and regional government. They adopted a joint action plan to empower municipal women workers to stand up for gender equality and halt harassment and gender-based violence at work. Read more at: goo.gl/7VCvbP

October 2017, Asuncion, Paraguay:
over 60 women representatives of
PSI-CONTRAM LRG/Municipal unions
adopted a joint gender equality
strategy for Latin America



ACTIONS IN SUPPORT OF PSI LRG/MUNICIPAL AFFILIATES

Nigeria: PSI supported the nationwide demonstration organized by the Nigeria Union of Local Government Employees (NULGE) in support of local government autonomy in Nigeria. In April, the union held a national rally in the Federal Capital Territory, Abuja. PSI Director of Policy, Daniel Bertossa, addressed the rally and joined the delegation to meet the deputy Speaker of the Senate in support of NULGE's struggle. PSI's LRG/Municipal Global Union Network sent a support letter that was delivered to the Nigerian Senate.

Switzerland: A PSI delegation took part in Geneva Canton's local public service workers' strike in December, where affiliated union SSP-VPOD was on the first line defending quality local public services, jobs and working conditions against massive budget cuts in exchange for corporate tax breaks. PSI prepared a dedicated video and widely disseminated the event.



Municipal workers: the invisible, underpaid people who run our cities

Millions of staff clean our streets and keep our cities moving. It's time to recognise their contribution to the everyday fabric of our urban lives

● Rosa Pavanelli is general secretary of Public Services International



Op-Ed in The Guardian

“MUNICIPAL WORKERS MAKE CITIES HAPPEN!” CAMPAIGN

During the PSI Congress, on 31 October UN “World Cities Day”, PSI launched a global visual campaign aimed at raising awareness about the work of LRG/municipal public service professionals to increase their visibility and present a positive perception of the many essential public services they deliver every day. The campaign featured an op-ed by the PSI General Secretary published in The Guardian's Public Leaders' Network and the launch of nine posters in three languages portraying different LRG/municipal professions. UCLG supported the campaign, publishing it on their institutional website and social media. The campaign is on-going: PSI affiliates are welcome to send pictures of the many professions of local and regional government sector workers with a caption to lrg-municipal@world-psi.org and they will be added to the series.

All campaign posters are available online at:
world-psi.org/en/posters-world-cities-day-2017

In order to understand and to respond effectively to technology and how it is transforming the world of work, PSI has been actively engaged in several Future of Work initiatives.

NATIONAL ADMINISTRATION AND INTERNATIONAL CIVIL SERVANTS

Many governments' national administration activities have faced pressure in recent years. In addition to austerity measures and privatisation, the increasing digitalization of central administration work is gaining track under the guise of reducing the administrative burden to business and citizens. Whereas digitalisation contributes to quality public services, it should not lead to reduction in public services and attacks on workers.

In order to understand and to respond effectively to technology and how it is transforming the world of work, PSI has been actively engaged in several Future of Work initiatives. Moreover, the PSI Congress explored these new forms of labour and public services and the importance of protecting public services and workers' rights during Panel 3 – More Than a Job - The Future of Work in Public Services.

PSI has been supporting the UN Geneva Staff Coordinating Council and ILO Staff Union since the International Civil Service Commission (ICSC) decided in March 2017 to apply a 7.5% reduction to UN Geneva-based staff salaries. This amounts to one month's less salary per year. Staff of all international organisations based in Geneva protested strongly against the salary reduction to inform both the ICSC and UN high-level management in New York that staff in Geneva would not accept the pay cut that they believe to be based on erroneous calculations, inconsistent with prevailing economic data, and motivated by political considerations.



Panel 3 – More Than a Job - The Future of Work in Public Services

Corruption is perceived as a social illness that harms the common good that democratic states have the duty to defend. The fight against corruption requires a strong commitment and coordination among PSI affiliates to ensure that whistleblowers – workers who disclose wrongdoing – especially those of the independent audit institutions, tax revenue agencies, and judicial bodies – are protected from reprisal and are rewarded for doing what is fair and just.

In its fight against corruption, PSI explicitly vows to “protect workers who fight corruption in the public administration from objective labour violence, especially employees of state control, justice, tax and inspection bodies, to guarantee decent working conditions.”

The **PSI Symposium on the Protection of Whistleblowers**, held in Geneva on 30 October, shed light on these complex issues, highlighting how trade unions assist whistleblowers while having an active role in the creation, development, and adoption of protective frameworks to protect whistleblowers.

PSI and its affiliates discussed the status of whistleblowers’ protection schemes, their specificities, as well as the adoption of an international ILO standard as a key element to guarantee their protection. The symposium aimed to take concrete steps to chart the way forward to broaden affiliate engagement and to strategize towards achieving the goals set out in the Programme of Action.

FIGHTING CORRUPTION & PROTECTING WHISTLEBLOWERS

In its fight against corruption, PSI explicitly vows to “protect workers who fight corruption in the public administration from objective labour violence, especially employees of state control, justice, tax and inspection bodies, to guarantee decent working conditions.”

In Guatemala, PSI affiliates and civic society organisations campaigned against impunity and corruption, and released a statement on 28 August rejecting a presidential order to expel the leader of the International Commission against Impunity in Guatemala (CICIG), a body established in 2007. In September, more than 250,000 people protested against corruption in the country, demanding the resignation of the President and his government and the approval of reforms to the legislation concerning elections, political parties, the civil service and public procurements.

On 7 December, a follow-up meeting was held in Buenos Aires – jointly organized by UITOC and the unions part of the Red de Trabajadores ICJ (AEFIP, APOC and UEJN) – to agree on a platform for key affiliates to actively engage at national and international level in the protection of whistleblowers. Participants reflected on the conclusions of the Symposium, discussed an action plan and the creation of a PSI Whistleblowers' Task Force that will coordinate the implementation of the decisions adopted at the meeting. They agreed to promote a global alliance with other trade union organisations, NGOs, civil society and other partners willing to fight corruption and protect whistleblowers, and adopted a declaration of goals and intentions.

PSI re-published the report **Checkmate to corruption: Making the case of a wide-ranging initiative on whistleblower protection** for the 2017 Symposium. The report highlights the issues surrounding whistleblowing and calls for a robust whistleblower protection framework to shield workers fighting corruption.

The report of the proceedings of the October 2017 Symposium is available on demand in English, French and Spanish.

Download the report from the PSI webpage, www.world-psi.org



**CHECKMATE TO CORRUPTION:
MAKING THE CASE FOR
A WIDE-RANGING INITIATIVE
ON WHISTLEBLOWER
PROTECTION**

Republished report

PSI took critical steps to influence international health policy in defence of public health care systems and workers in health and social services across the world.

HEALTH & SOCIAL SERVICES

INFLUENCING INTERNATIONAL HEALTH POLICY

In July, PSI initiated the process of establishing Official Relations with the World Health Organization (WHO) by developing a plan of collaboration between both organisations for the period 2018-2022. The WHO secretariat accepted the PSI application in October.

During the meeting of the WHO Guideline Development Group on Community Based Health Worker (CHWs) Programmes in December in Addis Ababa, PSI won the inclusion of payment of living wages for CHWs presently designated as “volunteers”, even though they work upwards of 40 hours a week.

PSI also organised a side-event on “**Decent Work Agenda and People-Centred Future of Health**” at the 4th Global Forum on Human Resources for Health in November, where affiliates from all regions were involved.

PSI led the Workers’ group to the International Labour Organization (ILO) Tripartite Meeting on Improving Employment and Working Conditions in the Health Services in April. Recommendations of the meeting include promotion of social dialogue to spur investment in, and implementation of, national health workforce strategies. A relationship was also established with the ILO Social Protection (SOCPRO) Flagship programme.

A briefing paper, **The Future of Health: Person Centred Care in Policy and Practice** was issued in January. This interrogated the neoliberal perspectives of the future of health and person-centredness which goes beyond neoclassical economics rational choice theory brought to bear by the Organisation for Economic Cooperation and Development (OECD) and related bodies.



ORGANISING; BUILDING POWER

World Health Day on 7 April was marked by PSI affiliates as **#OurHealthNotForSale** day. This was a global activity of the PSI Human Right to Health campaign. Mass action was taken by affiliates in all regions;

The **Human Right to Health campaign** was also launched at the sub-regional level in Oceania, French-speaking Africa and Southern Africa. In the Inter-Americas, affiliates in Argentina organised an International Conference to launch the campaign where they established a Movement for the Right to Health, building alliances with civil society organisations and organising a march of 3,000 people demanding universal public health care.

The **Right to Health newsletter** was launched in March at the AFREC in Lagos, and PSI published three editions during the year. The newsletter has contributions from affiliates from each region and has been very useful for health and social sector affiliates to share information and build solidarity.



The PSI Human Right to Health campaign was launched in Francophone Africa in the first week of February in Togo



In September, with the support of UNISON, PSI held a seminar in São Paulo, Brazil, to discuss the country's health service in the context of investment by transnational companies and private capital in the sector. The event gave continuity to discussions held at an earlier seminar in August.

In July, in Bogota, Colombia, PSI affiliated health sector trade unions organised a National Meeting in Defence of Public Health, highlighting the situation in the Colombian capital. In September, 67 trade union leaders, representing 20 health sector unions, met in the same city for the national launch of the PSI 'Health is a Human Right' global campaign.

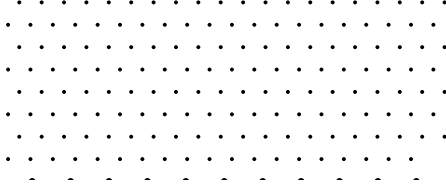


Jocélio Drummond, PSI Regional Secretary for Inter-America

In March, PSI affiliates FESPROSA and CICOP in Argentina joined a national health strike against pay ceilings and to demand a pay rise in line with inflation and free collective bargaining.



FESPROSA and CICOP joined a national health strike in Argentina



NIGERIA: WAHSUN CELEBRATES 10 YEARS AND LAUNCH OF HEALTH FOR ALL IN WEST AFRICA

Under the slogan “**Our Health is Not for Sale: Privatisation and Health is a Human Right**”, health sector unions in the Southern Cone (Argentina and Chile) held national meetings in August and December. The meetings discussed the situation in both countries and national strategies for the PSI’s “**Health is a Human Right**” campaign.

In the case of Argentina, the main issue was the unions’ campaign for a universal, quality public health service. The meeting also discussed the health programme put forward by the recently elected right-wing president Sebastián Piñera in Chile, the impact of free trade agreements on the health service, and joint action to form a national coalition to defend public health.

In Honduras, thanks to the timely intervention of the health unions, including PSI affiliate the Union of Hospital Workers (Sitramedhys), the government’s plan to decentralise the health service was halted.



Rally led by PSI Health and Social Services Officer, Baba Aye

Health workers from Ghana, Liberia, Sierra Leone, Mali and Nigeria, members of the West African Health Sector Unions Network (WAHSUN), met in April, when PSI launched its global Right to Health Campaign, “Health For All” in West Africa.

WAHSUN then held a conference in Abuja to celebrate 10 years of its existence, to take stock of how far the Network has come and to define its achievements and its projects for the future.

Following this, a high-powered rally led by PSI Health and Social Services Officer, Baba Aye was organised through the main streets of Abuja to the ECOWAS office in the city, where a letter was presented to the leadership to express the concerns of the health unions.



The Education, Culture and Media Sector was established by Congress 2012 to organize, protect and support workers in the sector. In 2014, the Education Support and Cultural Workers Network (ESCWN) was launched to promote external recognition of school support and cultural services, fight privatisation, promote universal public education as a human right and partner with Education International on joint priorities in the sector.

In August 2017, over 170 unions and civil society organisations from around the world released a statement calling on investors to cease support for Bridge International Academies, a company running over 500 commercial private schools in the Global South with the support of international donors and investors.



Union leaders and education advocates joined forces on 21 April in front of the World Bank in protest of its continued support of for-profit education agencies in general, and specifically, Bridge International Academies.

This was a follow up to the action in May 2015, when 116 civil society organisations published a statement raising concerns about the costs, impact and quality of Bridge International Academies (BIA), and responding to misleading information about its approach.

Since then, evidence from various sources, including the United Nations, a United Kingdom parliamentary enquiry, independent research reports, and independent media reports, has confirmed these concerns and raised the alarm about the serious gap between the promises of BIA and the reality of their practice, and pointed to other serious challenges.

In November, PSI organized an informal meeting of the Education Network during PSI's Congress, where participants discussed recent trends and priorities for future work.

PSI will continue to actively oppose privatisation and outsourcing of education, and other forms that transfer the delivery of public cultural and educational services to the private sector.

EDUCATION, CULTURE & MEDIA

The Education, Culture and Media Sector was established by Congress 2012 to organize, protect and support workers in the sector.

COMMUNICATIONS

10k FACEBOOK FOLLOWERS

4k TWITTER FOLLOWERS

250 PUBLISHED ARTICLES

This went from the design of the Congress logo to the suggestion of its theme “People over Profit” and the choice of Swiss-Dada motifs intermingled with Constructivism - movements contemporary to PSI celebrating 100 years - to the development of a unique website for Congress.

Then add to this the creation of the “**One Day**” video series of 16 short films, premiered at Congress, which highlight the work done by public sector workers in nine countries: Italy, Chad, Brazil, USA, Lebanon, Indonesia, Japan, Guatemala and the Philippines.

In the Head Office Comms department, a new position for Video Assistant was filled and has allowed us to increase considerably PSI’s visibility on social media. It has also enhanced our capacity to send Solidarity video messages to affiliates from the General and Deputy Secretaries.

For the PSI Communications team, the main focus of the year 2017 was PSI’s 110th anniversary and 30th World Congress.



Still shot from the animation People Over Profit

Besides travelling to the nine countries already mentioned, and gaining news and reactions from PSI affiliates in their home and work environments, Comms team members also accompanied PSI General Secretary Rosa Pavanelli to a special seminar held at the Vatican by Pope Francis on the human right to water, and to Ecuador, where she visited the region of Pedernales, the most affected by the devastating earthquake that hit the country on 16 April.

Work was carried out on the development of a new PSI’s website and a more homogeneous visual identity for PSI’s materials as a whole, and these projects will be finalized in 2018.

ONE DAY

Watch One Day, a series of films on the world of work on oneday.world-psi.org

CAMPAIGNS

PSI has been fighting privatisation directly and supporting affiliates across sectors for many years.

In the utilities sectors, PSI has been active strengthening the national campaigns of affiliates by producing research, campaign support and capacity building. Ongoing work includes active water privatisation campaigns in **Lagos, Jakarta, Nagpur, Thessaloniki, and energy campaigns in South Korea and Ontario.**

The push to privatise health-care and social services has become very aggressive in Europe and it is an important chapter in the TISA negotiation.

Many of our affiliates are confronted with this worrying challenge and PSI needs to provide a firm response. That is why PSI is developing an information platform (**peopleoverprof.it**) that will respond to the need for information on privatisation in PSI sectors, building on the work done by PSIRU, PSI affiliates, research institutes and other NGOs on international, regional and local levels.

"Our Water, Our Right", Lagosians insist!



Those driving the privatisation process are very often the same companies, who proceed by sector, with the support of regional and global investment banks. The regulatory set-up that is being proposed by the G20, World Bank and IMF is also global, while the wholesale promotion of PPPs in the 2030 Agenda and FFD process relates to all nations in the world.



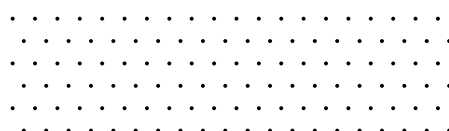
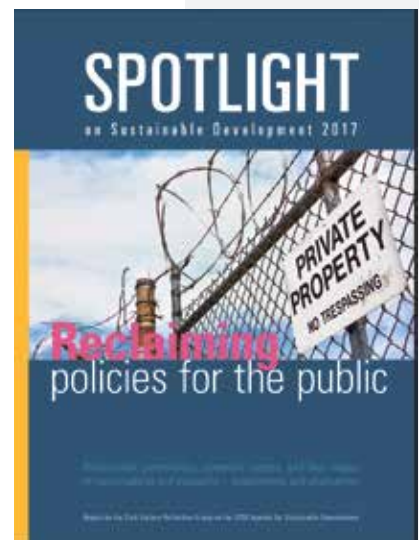
Eau de Paris won UN Public Services Awards

In April, a PSI delegation attended the **ECOSOC Forum on Financing for Development follow-up (FfD)** and took active part in all deliberations. PSI has a range of interests in the financing for development arena, including tax, trade, anti-privatisation, climate change and sustainable development.

On 23 June, **Eau de Paris won UN Public Services Awards in a ceremony in The Hague.** The award comes on a wave of substantive research on the failures of privatisation and the benefits of public provision. Just hours before the ceremony, Transnational Institute, PSI and a wide coalition of partners released a new comprehensive publication - **Reclaiming Public Services** - which includes the Eau de Paris remunicipalisation as a key case study for how local communities can fight to win back public goods.

In July, PSI also took an active part in the **United Nations 2017 High-level Political Forum (HLPF) on Sustainable Development**, with trade union and civil society activists criticizing a piecemeal approach to the implementation of the 2030 Agenda for Sustainable Development and particularly concerned by the growing gap between aspirational goals and a lack of proper and comprehensive means of implementation.

PSI co-published the **2030 Spotlight Report** on the opening day of the HLPF. This global report assesses how privatisation and corporate capture have become obstacles to progress under the 2030 agenda. On many occasions – during side-events as well as in official sessions - trade union and numerous civil society experts pointed out that relying on financial means alone to implement the SDGs represented a reductionist view. The 2030 Spotlight Report is recognised as one of the main voices of a united global progressive movement on sustainable development.



MARCH 8-INTERNATIONAL WOMEN'S DAY:

We pledge our solidarity with the millions of women in grassroots movements and trade unions around the world in saying **ENOUGH IS ENOUGH!** No to racism, xenophobia, homophobia. We demand autonomy and control over our own bodies. Pay equity now! Rights without borders. No more gender-based violence in the workplace and quality public services for all! We stated that the majority of PSI's members are women who work in public services. We are an organisation committed to gender equality and its intersectionality.

MARCH 22-INTERNATIONAL WATER DAY:

PSI stated the importance of tax-funded public water and sanitation for all, but especially for realizing women's rights.

UNCSW62

In the context the priority theme **“Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls”**, PSI, the ITUC and the Global Unions Federations focused on: access to decent work and labour rights; education is key to empowering rural girls and women; Gender responsive quality public services support the empowerment of rural women; climate justice and rural women's human rights.

TAX AND GENDER

In June, PSI, Tax Justice Network (TJN) and Global Alliance for Tax Justice (GATJ), with support from the Friedrich Ebert Foundation (FES), organized a second global event on **“Women's Rights and Tax Justice”** in Bogota, as a starting point of International Public Service Day (23 June).

PSI delegation at the UNCSW62



In 2017, PSI became the first Global Union to produce a PoA that mainstreams gender. This means the organisation as a whole, both men and women, and not exclusively women, will take responsibility for putting gender equality into practice. PSI Women's Committee (WOC) has the leading role in the follow-up.

We were active in the international campaign with the GATJ starting in March 2017 advocating for tax funded quality public services. Also, as part of the PSI program funded by the FES, a first pilot study was developed analyzing the impact of tax policies and tax evasion on women (reduction in funding for public services).

PROMOTING EQUALITY & EQUITY



In June, July, September and November, Southern Cone countries (Argentina, Chile, Paraguay and Uruguay) organised gender workshops as part of the IMPACT project “**Preventing and Responding to Gender-Based Violence in the Public Services**”. Participants learned about gender, leadership, tools to welcome and represent victims of ill-treatment and tools to provide them with advice and support. They also received guidance on how to use the online complaint guide: prevencion-acosolaboral.cl

LEGALISED ABORTION

In August, the ministers of Chile’s Constitutional Court rejected two ChileVamos (right-wing party) petitions against a bill to decriminalise abortion on three grounds. This left the then president, Michelle Bachelet, free to promulgate the bill, which was approved by parliament. It legalised abortion if there is a risk to the mother’s life, the foetus is not viable or pregnancy results from rape. The change in the law was the result of hard work by a wide range of institutions and social organisations at each stage of this long process. The PSI Women’s Committee in Chile decided in 2014 to campaign for the legislation. It lobbied members of parliament, visited the National Congress, built alliances with women’s organisations and raised the profile of this issue in the streets and in the press.

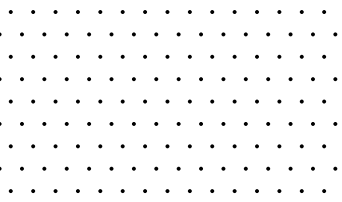
PSI Southern Cone and Brazil Women’s Meeting



NEW ILO STANDARD ON VIOLENCE AGAINST WOMEN AND MEN IN THE WORLD OF WORK:

PSI produced guidelines for our affiliates and sent its own response to the ILO’s first consultation of member states in September 2017. For ‘25 November and 19 days of activism for ending violence against women’ PSI Congress started with an action on 3 November, when male participants made a pledge against violence against women. This was followed by a statement on 25 November and the publication of a series of infographics for the 19 days. Engaging men in the struggle is a means of constructing new gender relations within the trade union movement.

Activists in the Caribbean continued their work on gender-based violence. Much of this was led by the National Union of Government and Federated Workers (NUGFW) in Trinidad and Tobago. The union’s women’s executive committee organised a number of activities throughout the year to draw the public’s attention to the impact of gender-based violence in the workplace and in the wider society. The union has taken on a leadership role on the issue, making presentations in a number of conferences and events nationwide.



GENDER AND TRADE

In September, more than 80 women workers from Argentina, Brazil, Chile and Paraguay met in Asuncion, Paraguay, for the PSI Southern Cone and Brazil Women’s Meeting. They discussed ways of responding to gender violence at the workplace in their countries’ public sector and the campaign for an ILO Convention on the issue. The meeting also reviewed PSI’s global gender policies and programme, including the impact of gender violence on tax justice, the campaign against free trade agreements and the promotion of gender-responsive quality public services.

In December, jointly with 160 women’s rights and allied organisations PSI called on the World Trade Organization to refrain from adopting the “Joint Declaration on Trade and Women’s Economic Empowerment”, which fails to address the impact of WTO rules in deepening inequality.

GENDER AND CLIMATE CHANGE

PSI’s global project on climate change is developing concrete materials that incorporate a strong gender focus, starting with the differentiated impacts on men and women and the advocacy for Gender Responsive Public Services. In December, PSI held an event in preparation of a gender approach in Kingston, Jamaica.

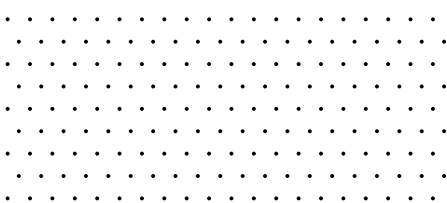
OTHERS

PSI set out its position in 2017, in relation with the International Women’s Strike and several national PSI women’s committees and trade union associations took part in the strike.

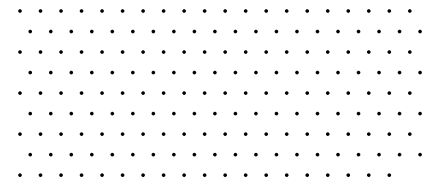
In June, PSI youth in Costa Rica participated in the National March for Diversity – Pride Costa Rica 2017, demonstrating their support for the labour rights of LGBTI people.

In September, Carlos Insunza, president of the National Tax Employees Union (ANEF), affiliated to the PSI in Chile, represented his country at the launch of the Equal Pay International Coalition (EPIC), promoted by the UN. The coalition forms part of Agenda 2030 on Sustainable Development.

In Ecuador, in September, 40 women delegates from public sector unions affiliated to the PSI revived the National Women’s Committee. It had been inactive for several years because the hostile environment and attacks on rights had blocked progress on basic issues.



Take a peek of the UNCSW website for stories and media on: unioncsw.world-psi.org



At meeting held in December 2016, PSI, with the support of ILO/ACTRAV and ILO/GED developed a survey of PSI affiliates' initiatives on disability inclusion, and on ILO research giving a global overview of trade unions' actions on disability inclusion. It featured examples of trade union action on disability from around the world, including advanced economies as well as low- and middle-income countries and those coming out of crisis or conflict. This meeting was followed up by an ACTRAV expert meeting in May 2017 that will lead towards a programme and budget for trade union activities within the ILO in relation to persons with disabilities.

Working on disability offers a win-win partnership with social partners and is part of trade union action in fighting inequality and injustice and protecting the most vulnerable. Understanding disability in this social sense

also highlighted the importance of treating it in an intersectional way, particularly in relation to gender and socio-economic status. Disabled women often suffer higher incidences of violence against women – which is why they were the focus of the 16 days of action against violence in Canada in 2017.

We welcome the fact that this work has generated a discussion within the ILO around the privatisation of public services which adversely affects persons with disabilities. Recruitment in the public sector has a fixed process and anti-discrimination measures; but in privatised services this transparency is often lost. Both in the provision of disability-specific services as well as accessibility/inclusion measures, privatization has a negative impact.

New Disability Insurance Schemes, combined with privatisation of services, have

in many cases not led to the increased choices they were designed to deliver. This differentiation especially happens across class or rural/urban divides. Sadly we see the same tendencies in many countries – with austerity measures hitting people with disabilities hard with sometimes fatal consequences.

In terms of health provision, it does matter how services are provided and we look forward to continue building on the joint work done with ILO and WHO in the ComHEEG that makes a strong case for public health care – including for persons with disabilities.

Within the public sector, different levels of the public administration, as well as different sectors will need different approaches, especially in terms of securing resources needed for implementation. Education is a key example, showing how the sector is both relevant as an employer of persons with disabilities as well as vital in providing services and inclusion of children with disabilities.


PERSONS WITH DISABILITIES

Working on disability offers a win-win partnership with social partners and is part of trade union action in fighting inequality and injustice and protecting the most vulnerable.

On 4th December, PSI celebrated the World Day for People with Disabilities together with ACTRAV and all its members with disabilities.


CELEBRATING THE WORLD DAY OF PEOPLE WITH DISABILITIES

UN Theme for 2017: Transformation towards sustainable and resilient society for all




International Labour Organization

> With:
 Michel Trabasso, Flutist and Music teacher,
 Mélanie René, Singer and songwriter,
 Jean Marie Reboul, Pianist



> And the launch of ACTRAV publications on
"Trade union actions on decent work for people with disabilities"



Espace Gobelins
 ILO HQ
 11h00 – 12h30
 4th December 2017

Guy Ryder – ILO Director-General
 Maria Helena André – Director – ACTRAV
 Shauna Dinley – Director – Gender Equality Diversity – (GED)
 Sandra Vermuyten – Public Services International – (PSI)
 Carlos Clemente – Sindicato dos Metalúrgicos de Osasco e Região, Brazil

ACTRAV
 Bureau
 for Workers' Activities

Trade unions are fighting back – and so do our disabled members. We were very inspired by the campaign of our Dutch colleagues who forced their government back to the negotiating table to sign a collective agreement by organising a massive demonstration in Amsterdam by 7,000 workers of sheltered workplaces. We also welcome the new alliances that our members in Senegal are now forging with disability associations. This work forces us to rethink strategies on OHS, discrimination, public policies and how trade unions operate on the inside and in society. Public services that work for persons with disabilities are good for everyone – this is a measure for building truly inclusive societies.

On 4th December, PSI celebrated the World Day for People with Disabilities together with ACTRAV and all its members with disabilities. During this event, the ground-breaking ACTRAV publication on “Trade Union actions on decent work for people with disabilities” was launched.

In March, PSI launched a trade union school for young workers in Santiago de Chile. This was the opportunity to test the methodology, the logistics and the format of the workshop. A second pilot was implemented in Nairobi for English speaking African affiliates with the participation of Swedish affiliates from 4 to 8 December. These two pilots confirmed the pedagogic approach based on learning by doing with the support of seasoned trade unionists or allied activists sharing their experiences on the issues introduced during the workshop.

In September 2017, PSI held a workshop in Abuja, Nigeria on remunicipalisation for young workers with the support of Kommunal (Sweden) and Fórsa (Ireland). This workshop led young workers to identify the negative consequences of privatisation before presenting the trends and major cases of remunicipalisation in the world. Similar workshops were held in the other regions during the year; in Indonesia, Brazil and Ecuador.



Young workers seminar before PSI's World Congress

YOUNG WORKERS

During Congress, a major reform of PSI's Constitution was passed: the number of young workers representatives on the Executive Board was doubled, ensuring every region would have two young worker representatives, which included the provision that one of the representatives must be a young woman in accordance with PSI's equality policy.

In August, in a public statement on International Youth Day, PSI called for social justice and quality public services to prevent social conflicts and build sustainable peace within our societies.

In October, PSI held a young workers seminar before Congress where the young worker delegates from all affiliates had the opportunity to discuss the main points of the Programme of Action. During Congress, a major reform of PSI's Constitution was passed: the number of young workers representatives on the Executive Board was doubled, ensuring every region would have two young worker representatives, which included the provision that one of the representatives must be a young woman in accordance with PSI's equality policy.



Young workers from English speaking Africa and Swedish affiliates met in Kenya's capital, Nairobi

PSI's programme of trade union development is designed around a core objective: how to make trade unions of public services workers stronger everywhere.

We work at multiple levels (national, subregional, regional and global) and in multiple ways to assist our affiliates to grow membership, to bargain and negotiate better, to defend trade union rights, to change legislative frameworks in progressive ways, to fight for equality in all forms and to defend and extend universal access to publicly-run and publicly funded quality public services.

During 2017, PSI project work directly contributed to the following key results:

- In the Philippines, following a concerted campaign by PSI affiliates and allies, the country's Senate ratified ILO Convention 151 on collective bargaining in the public sector. As the first ratification of the Convention in Asia, this was ground-breaking and opens the door for genuine collective agreements in the public sector.
- In Indonesia, following a campaign launched by PSI's affiliate in the electricity sector, the country's Constitutional Court ruled that privatisation of the energy assets was illegal. While the court granted some room for private sector participation in the electricity sector, the ruling affirmed public control and limited attempts to restructure the sector in favour of private interests.

SUPPORTING

Trade Union

Development

- In Mozambique, implementing a new organising strategy allowed PSI's affiliate to collect 7,000 signatures in a member registration drive.
- Among PSI's affiliates in the Middle East and North Africa, more than three-quarters reported growth in the number of women in decision making positions.
- In Honduras, PSI's affiliates were active in defending democratic rights following the disputed Presidential election.
- In Tanzania, PSI's affiliate in the health sector recruited 9,000 new members.
- Despite an increasingly hostile environment, PSI's affiliates in Egypt continued to be active and defend independent trade unionism.
- In Chad, PSI's affiliate was active in a national trade union platform that established an agreement with the government to secure the right to strike.

PSI greatly appreciates the support of the following affiliates whose direct contributions in 2017 made our project work possible:

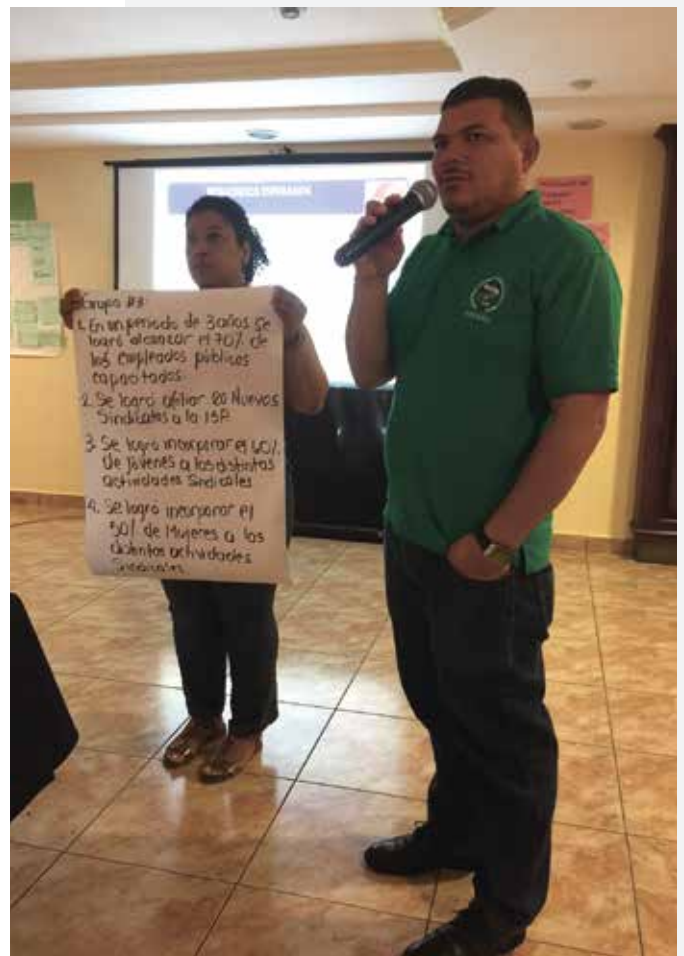
Akademikerförbundet SSR (Sweden),
FNV-PZ (Netherlands),
Fórsa (Ireland), **Kommunal** (Sweden),
KNS (Nordic countries),
JHL (Finland),
SEIU (USA),
ST (Sweden),
TEHY (Finland),
UNISON (UK),
Vision (Sweden).

PSI gratefully acknowledges partnership with the following Trade Union Solidarity Support Organisations (TUSSOs):

Mondiaal FNV (Netherlands),
DGB-BW (Germany),
FES (Germany),
LOFTF (Denmark),
SASK (Finland),
Union To Union (Sweden).



Leaders from PSI's affiliate in Chad, the FSPT, N'Djamena



Honduras – strategic planning meeting with affiliates, March, Tegucigalpa

EPSU actively supported the European pay rise campaign as public service unions were demanding increases after years of pay freezes. Leadership was present at several demonstrations and strikes such as in October in France and December in Madrid.

The so-called European Pillar of Social Rights was endorsed by the European Union institutions and Member States in Gothenburg in November. However, it did fall short of a Social Action plan as demanded by the unions. There was no reflection of this pillar in the Commission proposals for the Monetary Union to integrate the Fiscal Compact in the EU legal frame.

Neither did we see a focus on increasing public investment in care and other public services, a key demand of Europe's unions. The European Commission did follow up with a proposal for a Directive on Transparent and Predictable Working Conditions at the end of the year. It could lead to improvements of protection for workers in precarious jobs.

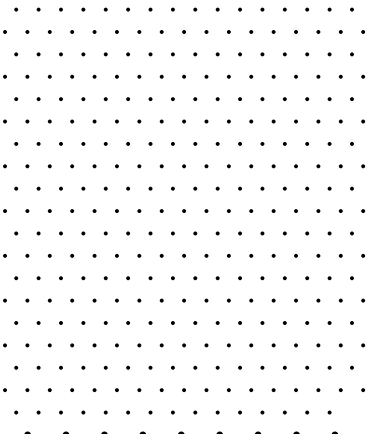
In contrast, the European Commission failed to make progress on the social rights of central government workers, by stalling on the implementation of the European agreement on information and consultation between employers and the trade unions. Unions highlighted this by a social media – “Don't keep nine million workers in the dark” – calling on the European Commission to make progress. The EPSU Executive Committee in November endorsed further action including legal action in the eventuality of a negative decision.

Europe (EPSU)

Social rights were on top of the EU agenda during the year. This reflects union campaigning, concerns over growing inequalities and the urgent need for the European Union to deliver social progress for working men and women after years of coordinated austerity.

Sadly we sent messages of condolence and solidarity in response to terrorist attacks, violence, human and natural disasters across Europe and the Middle East to affiliated unions. First responders and emergency workers were providing rescue, care and protection in all these events of human suffering.

Solidarity with UK unions - London attacks 22 March 2017



The situation in Turkey remained a major concern as arbitrary sackings of public service workers continued to be carried out by the government. We took part in a delegation to Turkey in May. We met with the unions, human right defenders, opposition and government leaders to underline the need to end the state of emergency and to stop attacking unions and basic human rights.

Brexit negotiations started in earnest and EPSU took the initiative to organise a meeting in January with chief EU negotia-

tor Michel Barnier to express its main concerns. The EPSU delegation spoke of the impact on workers and their families, arguing also that the EU's failure to address social issues and the liberalisation of public services in the past had contributed to the vote to leave the EU. Affiliates at the UK and Irish constituency meeting in March expressed their concerns at the potential impact.

EPSU was strongly involved in several tax justice campaigns such as to obtain legislation to require transnational corporations to provide country-by-country data for tax purposes. With the publication of the Paradise Papers and

following calls from EPSU and others, the European Parliament set up a special committee to investigate the evidence provided by the Paradise Papers. At the end of the year, the Parliament's special committee published its report with over 200 recommendations, many of which were in line with EPSU's calls for measures to improve tax justice.

The prosecution of people who leaked the crucial tax papers highlighted the need for whistleblowing protection. Our campaign together with others to get the European Commission to propose legislation saw a series of positive steps.

We worked with many organisations in a last attempt to get the European Parliament to stop CETA, the trade agreement between Canada and the EU in February. Following the EP vote to support the deal, the focus of campaigning action switched to the ratification process at national level. EPSU reacted critically to proposals of the European Commission on Multilateral Investment Court (MIC). In June EPSU joined with Japanese public service unions in sending an open letter to the EU and Japanese government demanding greater transparency in the process. In October, EPSU joined some 300 organisations from global civil society

in an open letter to the World Trade Organization expressing concern over initiatives to allow corporations free reign over data transfer.





Together with the European Trade Union Institute we published the book of former EPSU general secretary Carola Fischbach-Pyttel on the history of EPSU. The book examines the setting up of EPSU in the 1970s as the **European Public Services Committee (EPSC)** and then traces the development of the federation, particularly in the context of EU policy as it has affected workers in the public services. Carola dedicated the book to Rodney Bickerstaffe who sadly died in November. **Rodney Bickerstaffe** was president of EPSU's predecessor, the EPSC, from 1990 to 1996. Together with the former general secretary, he piloted the changes that led to establishing EPSU as the European federation for public services. Rodney was a former general secretary of NUPE, one of the three public service trade unions that merged to form UNISON in 1990, where he was also general secretary. Rodney also served for several years as vice-president of PSI. He retired at the age of 55 but remained very active in the labour movement, campaigning in particular for pensioner rights. He will be remembered fondly as a committed European trade unionist.

EQUALITY, YOUTH, SECTORAL AND OTHER WORK

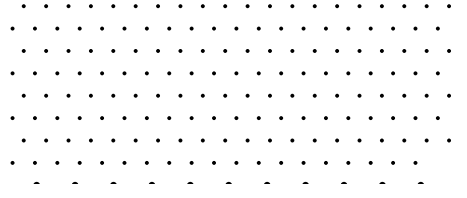
The April meeting of the EPSU Executive Committee adopted a resolution and roadmap on **gender equality and women's rights**. It covered the gender pay gap, work-life balance, preventing and raising awareness on violence against women and men, women's rights, the representation of women in EPSU and collective bargaining and organising.

With abortion rights under threat in several countries, EPSU supported the demonstration in Brussels on 28 September to mark the International Day for Safe and Legal Abortion. In November, EPSU expressed support for the demand for action on gender-based violence at work with a call for a new International Labour Organization convention.

Fifty-five representatives from 26 countries took part in the youth network meeting in Berlin in September, making it the best attended ever. Focus is on youth employment, precarious work and organising and recruitment.



Lithuania against CETA



A key event during the year in EPSU's campaigning work was the second day of action against privatisation and marketisation of health services to mark **World Health Day on 7 April**.

In November, EPSU joined with PSI and 47 other organisations in signing a statement calling upon EU governments to take immediate steps towards ending child immigration detention and ensuring alternatives to detention are accessible and available. With PSI we published a report on the privatisation and outsourcing of migration and asylum-related services.

Across EPSU sectors we continued assessing the impact of digitalisation, advocating a worker-friendly implementation and use of these new technologies. Particularly noteworthy was the Working Group Social Services discussion on the impact in social care. The focus was on mobile applications, location tracking and work organisation (including working time and psycho-social risks) in homecare.

Work on carcinogens and other toxic substances was a key focus for the EPSU firefighters' network which met in Brussels on International Workers' Memorial Day.

EPSU continued to provide support to affiliates in Central and Eastern Europe who were taking new initiatives around organising and recruitment. It was a key issue in the meetings held in Podgorica, Montenegro, in Yerevan, Armenia, in Bishkek, in Kyrgyzstan and Sofia, Bulgaria.

Important work is carried out in the sectors.

We note the work done in:

HEALTH AND SOCIAL SERVICE

- Continuing professional development (CPD) and the reduction of musculoskeletal disorders, psycho-social risks and stress at the workplace with the European employers' Hospeem
- Campaigning against the negative impacts of privatisation, marketisation and commercialization on workers, the quality of services and the users of health and social services and the identification of synergies with the PSI's right to health campaign.
- Safe and effective staffing levels
- Social services working group where we focused on privatisation, digitalisation, EU-level standardisation and integrated care and transition from institutional to community care. There was a thematic focus on elderly care, the care of persons with disabilities and child care. We built company networks in major French based transnational care companies ORPEA and KORIAN.

UTILITIES SECTOR

- Digitalisation, energy liberalisation, just transition, EU energy policy, health and safety.
- The Right to Water and action to end energy poverty.
- Janne Ruden (SEKO, Sweden) stood down as president of the committee due to retirement. The committee elected Matthew Lay (UNISON, UK) as the new president and Vidar Hennum (EL&IT, Norway) as a new vice-president, working alongside existing vice-president Thomas Kattinig (younion, Austria).
- A joint declaration on just and clean energy transition with the employers in November. It emphasises the need to focus on quality job creation, reskilling/upskilling, involvement of social partners/local communities and specific financial instruments to ensure a just and clean transition in the electricity sector.

LOCAL AND REGIONAL GOVERNMENT

- Procurement, digitalisation, re-municipalisation, the EU urban agenda, young workers, gender equality, health and safety
- Developments in the social dialogue during the year. We discuss with the employers economic governance, implementing the well-being at work agreement and gender equality. Joint guidelines on how to facilitate migrant integration were agreed.

NATIONAL AND EUROPEAN ADMINISTRATION

- psychosocial risks, protection of whistleblowers, migrant workers and asylum seekers, the ETUC pay rise campaign and various tax justice issues.
- Nicoletta Grieco (FP-CGIL, Italy) was elected vice-chair to replace Stelios Tsiakkaros (CFDT-Interco, France) following his retirement.
- Both work in the NEA committee and in the Central Government Administrations social dialogue committee were overshadowed by the long wait for action by the European Commission on the information and consultation agreement signed in December 2015.

Download the full report for EU region from bit.ly/2P XK2Zg



FINANCE REPORT

PSI Consolidated Profit and Loss Statement @ 31/12/2017

Income	BALANCE 2017	BUDGET 2017	OVER/UNDER BUDGET	BALANCE 2016
AFFILIATION FEES	€8,067,645	€7,900,000	2.12%	€7,712,839
EXTRAORDINARY SOURCES OF INCOME	€114,184	€0	0.00%	€132,598
INTEREST AND INVESTMENT INCOME	€77,498	€70,000	10.71%	€71,951
REIMBURSEMENTS	€26,850	€30,000	-10.50%	€30,708
EXTRAORDINARY INCOME	€87,868	€20,000	339.34%	€68,124
CONTRIBUTIONS TO FUNDS	€99,123	€150,000	-33.92%	€185,328
SPONSORS' CONTRIBUTION TO ADMINISTRATION OF PROJECTS	€364,921	€526,000	-30.62%	€449,046
TOTAL INCOME BEFORE PROJECTS	€8,838,090	€8,696,000	1.63%	€8,650,594
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INCOME FROM SPONSORS	€1,543,061	€2,200,000	-29.86%	€2,150,599
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TOTAL INCOME	€10,381,151	€10,896,000	-4.73%	€10,801,192
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Expenditure				
Total Strategic Activities	€651,633	€792,500	-17.78%	€687,625
<hr/>				
Congress	€1,678,189	€1,600,000	4.89%	€0
<hr/>				
Other Constitutional Bodies	€471,978	€478,000	-1.3%	€688,646
<hr/>				
Meetings and Events				
COUNCIL OF GLOBAL UNIONS	€1,152	€2,000	-42.40%	€0
ITUC	€0	€2,000	-100.00%	€0
EPSU MEETINGS	€904	€4,000	-77.40%	€1,447
CONSTITUTIONAL WORKING GROUP (CWG)	€0	€20,000	-100.00%	€13,350
MANAGEMENT REPRESENTATION/CO-ORDINATION	€71,869	€90,000	-20.15%	€56,433
HEAD OFFICE CONTROLLING/CO-ORDINATION	€5,475	€10,000	-45.25%	€3,644
HEAD OFFICE TEAM CO-ORDINATION	€0	€2,000	-100.00%	€0
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TOTAL MEETINGS & EVENTS	€79,400	€130,000	-38.92%	€74,874
<hr/>				
(SUB) REGIONAL REPRESENTATION	€133,300	€118,500	12.49%	€133,210
PSI-EPSU CO-OPERATION AGREEMENT	€850,000	€850,000	0.00%	€850,000
COMMUNICATIONS	€108,227	€110,000	-1.61%	€111,194
KLUNCKER WURF AWARD	€0	€15,000	-100.00%	€15,000
CONTRIBUTIONS	€8,237	€15,000	-45.08%	€8,227

Expenditure	BALANCE 2017	BUDGET 2017	OVER/UNDER BUDGET	BALANCE 2016
Total Staff Costs	€4,941,414	€5,014,000	-1.45%	€4,893,426
Total Office Costs	€650,959	€591,600	10.03%	€590,319
STAFF/OFFICE COSTS ALLOCATED TO PROJECTS	-€364,921	-€526,000	-30.62%	-€449,046
Net Staff/Office Costs	€5,227,451	€5,079,600	2.91%	€5,034,699
AUDIT	€87,535	€89,600	-2.31%	€79,890
DONATIONS (EXPENDITURE)	€140,098	€150,000	-6.60%	€33,856
EXTRAORDINARY EXPENDITURE	€154,617	€0	0.00%	€57,040
SPONSORED PROJECTS	€1,907,982	€2,726,000	-30.01%	€2,599,644
TOTAL EXPENDITURE BEFORE DEPRECIATION AND PROVISIONS	€11,498,646	€12,154,200	-5.39%	€10,373,906
DEPRECIATIONS	€47,907	€59,300	-19.21%	€45,734
PROVISIONS	€274,119	€90,000	204.58%	€490,518
PROVISIONS FOR AID AND SOLIDARITY FUND SURPLUSES	€73,524	€0	0.00%	€151,472
DRAWN DOWN FROM PROVISIONS	-€1,280,000	-€1,280,000	0.00%	-€166,500
DRAWN DOWN FROM RESERVES	€0	€0	0.00%	-€97,940
DRAWN DOWN FROM AID AND SOLIDARITY FUND PROVISIONS	-€114,499	€0	0.00%	€0
TOTAL AMOUNT DRAWN DOWN	-€1,394,499	-€1,280,000	8.95%	-€264,440
Total Expenditure	€10,499,697	€11,023,500	-4.75%	€10,797,190
Surplus/Deficit	-€118,546	-€127,500	-7.02%	€4,003



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